

POLICE OFFICERS' STANDARDS AND TRAINING (POST)
DISCIPLINARY INFORMATION AND RELATED COSTS

A REPORT TO THE
EXECUTIVE APPROPRIATIONS COMMITTEE AND THE EXECUTIVE
OFFICES AND CRIMINAL JUSTICE APPROPRIATIONS SUBCOMMITTEE

OFFICE OF THE LEGISLATIVE FISCAL ANALYST
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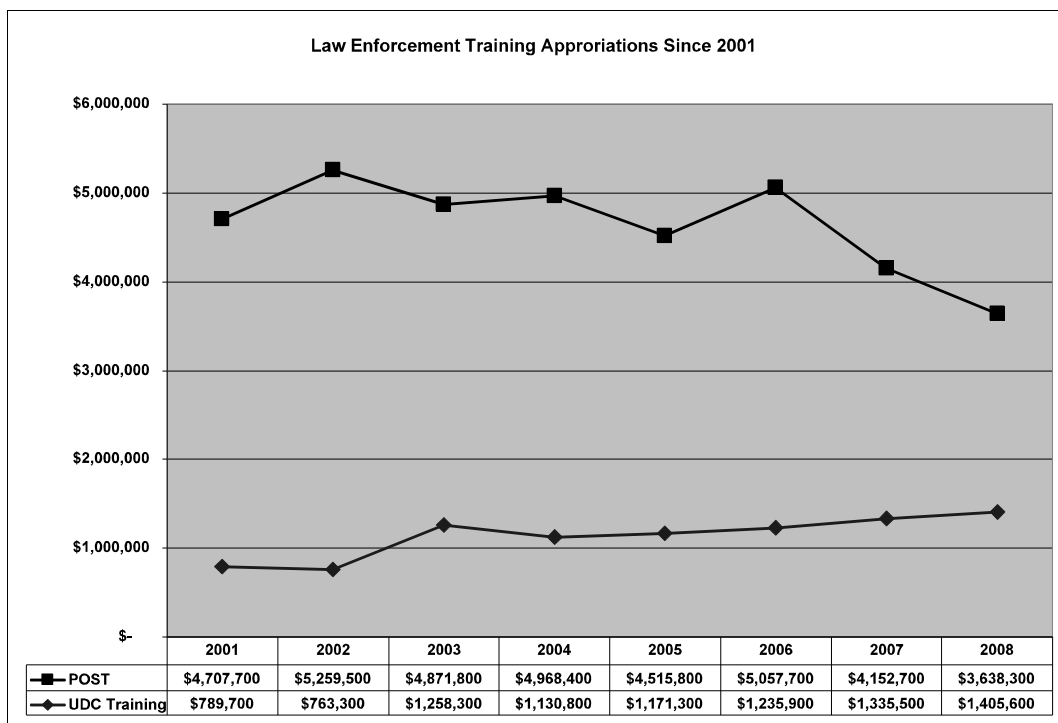
BACKGROUND INFORMATION

All new law enforcement officers (state employed or otherwise) must successfully complete Police Officers' Standards and Training (POST). In addition, all law enforcement candidates must pass an examination demonstrating POST skills competency to be certified as a peace officer or a correctional officer. POST was created to ensure uniform and high quality standards and training for law enforcement and correctional officers. UCA 53-6-106 states the POST mandate: [To] "...better promote and insure the safety and welfare of the citizens of this state...and to provide for more efficient and professional law enforcement." Individuals to be employed by the Department of Corrections or a county jail receive a Correctional Officer Certification from POST. In addition, POST provides all POST training for counties and cities free of charge. For your information, Correctional officers have legal jurisdiction in prisons and jails but do not have statewide jurisdiction as POST certified officer.

In addition to providing basic training for new officers, POST conducts some of the in-service training for law enforcement officers as well. The Department of Corrections and Counties usually handles their own in-service training for their correctional officers. UCA 63-6-201 requires that Utah Peace Officers are required to complete 40 hours of in-service training annually to maintain POST certification. POST can assist agencies and regions so they can tailor to their own training needs. POST conducts special training classes and provides training programs to regional locations off the Wasatch Front via actual class instruction, multi-media productions and interactive computer training programs.

The POST Council—which includes representatives from a broad spectrum of law enforcement interests—sets the standards for peace officer certification and review. The POST Council also disciplines errant officers when necessary and can revoke an officer's POST certification.

For your information, the Public Safety Support Restricted Fund primarily finances POST training in the state. POST operational funds are generated from court fee surcharges on criminal fines. Funding for POST Academy and the Department of Corrections' Bureau of Training is noted in the table below.



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PURPOSE OF POST STUDY

The Analyst will present POST disciplinary information and estimate costs to the state to train new officers to replace officers that had their POST certification revoked. The study also estimates costs to the state to train non-state POST certification courses for the city and county officers.

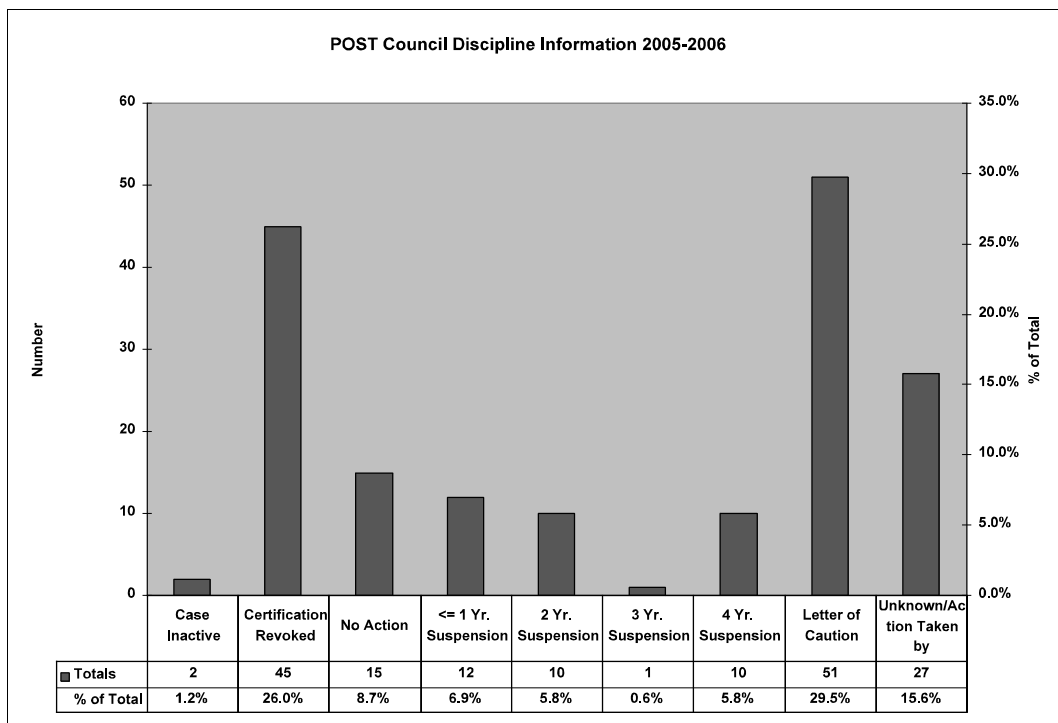
DISCUSSION AND ANALYSIS

The Analyst will examine and analyze the following issues in the Discussion and Analysis Section:

1. Discipline information for POST Certified Officers in 2005 and 2006,
2. Allegations by Employer—state and non-state,
3. POST Certification Revocations by Employer,
4. Costs to the state to train new officers to replace revoked certifications, and
5. Costs for the state to provide POST training for new non-state officers.

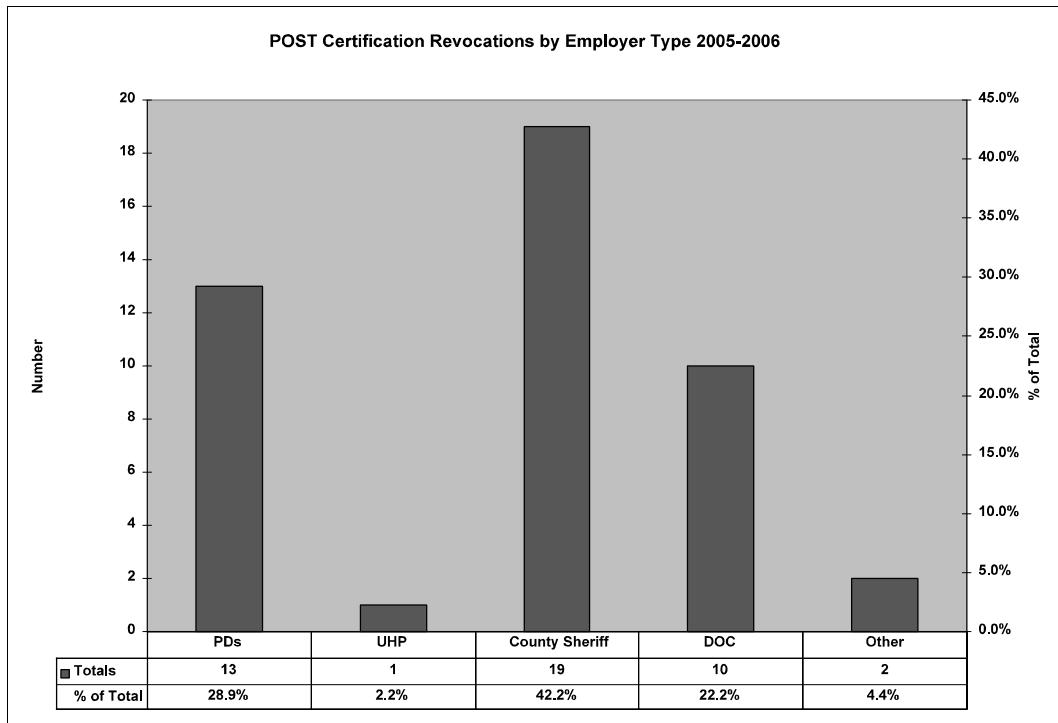
Since much of the information detailed in the following four graphs is self-explanatory the Analyst will not go into detail on each chart.

DISCIPLINE INFORMATION FOR POST CERTIFIED OFFICERS IN 2005 AND 2006



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POST CERTIFICATION REVOCATIONS BY EMPLOYER IN 2005 AND 2006



STATE COSTS TO REPLACE DEPARTING OFFICERS AND COSTS TO THE STATE TO TRAIN NON-STATE OFFICERS

The following table estimates State costs to train officers to replace officers whose certifications were revoked.

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State POST Training Cost Estimate to Replace Employees with a Revoked Certification	FY 2006	FY 2007
Training Course Cost	\$ 5,250	\$ 5,750
UHP Trainee Salary Cost During Course (14 wks. * \$ Per Hr.+ Salary-driven benefits)	\$ 12,372	\$ 12,615
UDC Trainee Salary Cost During Course (14 wks. * \$ Per Hr. + Salary-driven benefits + Overtime Costs to Staff Prison)	\$ 20,482	\$ 22,311
# UHP Officers to Replace	1	-
# UDC Officers to Replace	6	4
# PD Officers to Replace	2	11
# County Sheriffs to Replace	9	10
# Other POST Certified to Replace	2	-
Total Estimated Costs to Train State Replacements	\$ 135,262	\$ 89,242
Total Estimated Costs to Train Non-state Replacements	\$ 68,250	\$ 120,750
Total Cost to Train Individuals to Replace Disciplined Officers	\$ 203,512	\$ 209,992

Not noted in the cost table above is the fact that UHP officers receive an additional four weeks of training after they become POST certified before they can go out on patrol. With the additional training that a starting UHP trooper receives, actual training costs exceed \$42,000.

The State of Utah provides POST training and Correctional Officer training for all non-state law enforcement agencies. Between 2004 and 2006 alone, POST has provided over \$1,842,500 in training services for non-state law enforcement trainees.

ANALYST RECOMMENDATION

1. The analyst recommends that the Legislature consider whether the State continues to provide training for non-state trainees.